

**WAGE DETERMINATION NO: 94-2375 REV (22) AREA: NY,NEW YORK CITY**

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REGISTER OF WAGE DETERMINATIONS UNDER

U.S. DEPARTMENT OF LABOR

\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*

WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: **1994-2375**

Revision No.: 22

Date Of Last Revision: 06/05/2003

State: New York

Area: New York Counties of Bronx, Kings, New York, Putnam, Queens, Richmond, Rockland, Westchester

**OCCUPATION NOTES:**

Janitor: The rate for the Janitor occupation applies to Putnam, Rockland, and Westchester Counties only. See Wage Determination 1977-0225 for wage rates and fringe benefits for Bronx, Kings, New York, Queens, and Richmond Counties.

Refuse Collector: The rate for the Refuse Collector applies to Rockland County ONLY. See Wage Determination 1999-0321 for wage rates and fringe benefits for Bronx, Kings, New York, Putnam, Queens, Richmond, and Westchester Counties.

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

**OCCUPATION CODE - TITLE**

**MINIMUM WAGE RATE**

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	11.75
01012 - Accounting Clerk II	14.66
01013 - Accounting Clerk III	16.28
01014 - Accounting Clerk IV	17.71
01030 - Court Reporter	17.51
01050 - Dispatcher, Motor Vehicle	19.71
01060 - Document Preparation Clerk	15.15
01070 - Messenger (Courier)	11.97
01090 - Duplicating Machine Operator	13.77
01110 - Film/Tape Librarian	15.22
01115 - General Clerk I	12.18
01116 - General Clerk II	12.32
01117 - General Clerk III	15.41
01118 - General Clerk IV	16.77
01120 - Housing Referral Assistant	19.92
01131 - Key Entry Operator I	12.68
01132 - Key Entry Operator II	13.50
01191 - Order Clerk I	14.92
01192 - Order Clerk II	19.70
01261 - Personnel Assistant (Employment) I	14.27
01262 - Personnel Assistant (Employment) II	16.56
01263 - Personnel Assistant (Employment) III	18.70
01264 - Personnel Assistant (Employment) IV	20.22
01270 - Production Control Clerk	19.72
01290 - Rental Clerk	15.92
01300 - Scheduler, Maintenance	16.92
01311 - Secretary I	16.92
01312 - Secretary II	19.21

01313 - Secretary III	19.92
01314 - Secretary IV	23.33
01315 - Secretary V	27.35
01320 - Service Order Dispatcher	18.15
01341 - Stenographer I	17.63
01342 - Stenographer II	19.87
01400 - Supply Technician	23.33
01420 - Survey Worker (Interviewer)	15.33
01460 - Switchboard Operator-Receptionist	14.26
01510 - Test Examiner	19.21
01520 - Test Proctor	19.21
01531 - Travel Clerk I	14.09
01532 - Travel Clerk II	15.27
01533 - Travel Clerk III	16.58
01611 - Word Processor I	13.86
01612 - Word Processor II	14.74
01613 - Word Processor III	18.13
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	15.47
03041 - Computer Operator I	15.47
03042 - Computer Operator II	17.56
03043 - Computer Operator III	21.49
03044 - Computer Operator IV	26.94
03045 - Computer Operator V	27.31
03071 - Computer Programmer I (1)	23.71
03072 - Computer Programmer II (1)	27.62
03073 - Computer Programmer III (1)	27.62
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	15.47
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	22.26
05010 - Automotive Glass Installer	22.63
05040 - Automotive Worker	22.63
05070 - Electrician, Automotive	23.56
05100 - Mobile Equipment Services	20.74
05130 - Motor Equipment Metal Mechanic	24.55
05160 - Motor Equipment Metal Worker	21.50
05190 - Motor Vehicle Mechanic	24.48
05220 - Motor Vehicle Mechanic Helper	19.79
05250 - Motor Vehicle Upholstery Worker	21.74
05280 - Motor Vehicle Wrecker	22.63
05310 - Painter, Automotive	23.56
05340 - Radiator Repair Specialist	22.63
05370 - Tire Repairer	18.22
05400 - Transmission Repair Specialist	24.55
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	14.67
07010 - Baker	19.55
07041 - Cook I	17.97
07042 - Cook II	19.55
07070 - Dishwasher	14.67
07130 - Meat Cutter	19.55
07250 - Waiter/Waitress	15.50
09000 - Furniture Maintenance and Repair Occupations	

09010 - Electrostatic Spray Painter	20.13
09040 - Furniture Handler	15.30
09070 - Furniture Refinisher	20.13
09100 - Furniture Refinisher Helper	16.90
09110 - Furniture Repairer, Minor	18.51
09130 - Upholsterer	20.13
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	14.67
11060 - Elevator Operator	14.67
11090 - Gardener	17.97
11121 - House Keeping Aid I	13.98
11122 - House Keeping Aid II	14.82
11150 - Janitor	14.67
11210 - Laborer, Grounds Maintenance	15.50
11240 - Maid or Houseman	13.98
11270 - Pest Controller	18.75
11300 - Refuse Collector	14.67
11330 - Tractor Operator	17.13
11360 - Window Cleaner	15.50
12000 - Health Occupations	
12020 - Dental Assistant	12.63
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	14.10
12071 - Licensed Practical Nurse I	14.97
12072 - Licensed Practical Nurse II	16.83
12073 - Licensed Practical Nurse III	18.90
12100 - Medical Assistant	13.50
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	12.98
12190 - Medical Record Technician	15.28
12221 - Nursing Assistant I	7.72
12222 - Nursing Assistant II	11.96
12223 - Nursing Assistant III	13.05
12224 - Nursing Assistant IV	16.01
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	11.92
12311 - Registered Nurse I	25.00
12312 - Registered Nurse II	29.30
12313 - Registered Nurse II, Specialist	29.30
12314 - Registered Nurse III	33.54
12315 - Registered Nurse III, Anesthetist	33.54
12316 - Registered Nurse IV	36.66
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	22.03
13011 - Exhibits Specialist I	19.03
13012 - Exhibits Specialist II	20.21
13013 - Exhibits Specialist III	22.80
13041 - Illustrator I	17.18
13042 - Illustrator II	18.23
13043 - Illustrator III	20.58
13047 - Librarian	27.98
13050 - Library Technician	15.33
13071 - Photographer I	16.67
13072 - Photographer II	19.94
13073 - Photographer III	21.17
13074 - Photographer IV	23.90
13075 - Photographer V	28.90
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	

15010 - Assembler	8.81
15030 - Counter Attendant	8.81
15040 - Dry Cleaner	11.00
15070 - Finisher, Flatwork, Machine	8.81
15090 - Presser, Hand	8.81
15100 - Presser, Machine, Drycleaning	8.81
15130 - Presser, Machine, Shirts	8.81
15160 - Presser, Machine, Wearing Apparel, Laundry	8.81
15190 - Sewing Machine Operator	11.68
15220 - Tailor	13.57
15250 - Washer, Machine	9.64
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	20.13
19040 - Tool and Die Maker	23.35
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	21.01
21020 - Material Coordinator	19.68
21030 - Material Expediter	19.68
21040 - Material Handling Laborer	15.80
21050 - Order Filler	14.16
21071 - Forklift Operator	16.24
21080 - Production Line Worker (Food Processing)	16.25
21100 - Shipping/Receiving Clerk	12.89
21130 - Shipping Packer	13.34
21140 - Store Worker I	11.69
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.60
21210 - Tools and Parts Attendant	16.40
21400 - Warehouse Specialist	16.24
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	24.07
23040 - Aircraft Mechanic Helper	19.44
23050 - Aircraft Quality Control Inspector	25.00
23060 - Aircraft Services	21.29
23070 - Aircraft Worker	22.20
23100 - Appliance Mechanic	20.13
23120 - Bicycle Repairer	17.13
23125 - Cable Splicer	29.08
23130 - Carpenter, Maintenance	25.47
23140 - Carpet Layer	23.08
23160 - Electrician, Maintenance	28.33
23181 - Electronics Technician, Maintenance I	19.33
23182 - Electronics Technician, Maintenance II	26.52
23183 - Electronics Technician, Maintenance III	28.31
23260 - Fabric Worker	19.89
23290 - Fire Alarm System Mechanic	21.67
23310 - Fire Extinguisher Repairer	20.19
23340 - Fuel Distribution System Mechanic	24.80
23370 - General Maintenance Worker	18.98
23400 - Heating, Refrigeration and Air Conditioning Mechanic	20.93
23430 - Heavy Equipment Mechanic	21.10
23440 - Heavy Equipment Operator	29.13
23460 - Instrument Mechanic	25.56
23470 - Laborer	15.04
23500 - Locksmith	20.31
23530 - Machinery Maintenance Mechanic	23.45
23550 - Machinist, Maintenance	20.81
23580 - Maintenance Trades Helper	16.90

23640 - Millwright	21.21
23700 - Office Appliance Repairer	22.95
23740 - Painter, Aircraft	20.13
23760 - Painter, Maintenance	23.15
23790 - Pipefitter, Maintenance	29.86
23800 - Plumber, Maintenance	23.25
23820 - Pneudraulic Systems Mechanic	23.84
23850 - Rigger	20.93
23870 - Scale Mechanic	21.99
23890 - Sheet-Metal Worker, Maintenance	27.77
23910 - Small Engine Mechanic	19.30
23930 - Telecommunication Mechanic I	24.07
23931 - Telecommunication Mechanic II	28.03
23950 - Telephone Lineman	24.07
23960 - Welder, Combination, Maintenance	20.93
23965 - Well Driller	23.02
23970 - Woodcraft Worker	23.02
23980 - Woodworker	17.73
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	13.42
24580 - Child Care Center Clerk	16.74
24600 - Chore Aid	12.67
24630 - Homemaker	18.59
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	27.03
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	24.88
25190 - Ventilation Equipment Tender	19.26
25210 - Water Treatment Plant Operator	22.14
27000 - Protective Service Occupations	
(not set) - Police Officer	25.95
27004 - Alarm Monitor	14.87
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	25.03
27101 - Guard I	10.59
27102 - Guard II	17.08
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	20.42
28020 - Hatch Tender	20.42
28030 - Line Handler	20.42
28040 - Stevedore I	16.18
28050 - Stevedore II	17.60
29000 - Technical Occupations	
21150 - Graphic Artist	27.28
29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	15.81
29024 - Archeological Technician II	17.69
29025 - Archeological Technician III	21.90
29030 - Cartographic Technician	21.99
29035 - Computer Based Training (CBT) Specialist/ Instructor	27.62
29040 - Civil Engineering Technician	24.06
29061 - Drafter I	15.68
29062 - Drafter II	17.23

29063 - Drafter III	20.62
29064 - Drafter IV	21.99
29081 - Engineering Technician I	14.10
29082 - Engineering Technician II	16.26
29083 - Engineering Technician III	19.95
29084 - Engineering Technician IV	21.14
29085 - Engineering Technician V	23.87
29086 - Engineering Technician VI	26.00
29090 - Environmental Technician	22.90
29100 - Flight Simulator/Instructor (Pilot)	30.39
29160 - Instructor	25.37
29210 - Laboratory Technician	19.60
29240 - Mathematical Technician	22.26
29361 - Paralegal/Legal Assistant I	18.69
29362 - Paralegal/Legal Assistant II	24.26
29363 - Paralegal/Legal Assistant III	29.71
29364 - Paralegal/Legal Assistant IV	35.91
29390 - Photooptics Technician	23.55
29480 - Technical Writer	29.33
29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	24.50
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	22.06
29622 - Weather Observer, Upper Air (3)	22.06
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	17.70
31260 - Parking and Lot Attendant	10.97
31290 - Shuttle Bus Driver	14.76
31300 - Taxi Driver	14.83
31361 - Truckdriver, Light Truck	15.89
31362 - Truckdriver, Medium Truck	17.37
31363 - Truckdriver, Heavy Truck	22.18
31364 - Truckdriver, Tractor-Trailer	22.18
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	16.32
99030 - Cashier	10.95
99041 - Carnival Equipment Operator	17.13
99042 - Carnival Equipment Repairer	17.97
99043 - Carnival Worker	14.67
99050 - Desk Clerk	15.51
99095 - Embalmer	20.92
99300 - Lifeguard	11.94
99310 - Mortician	20.92
99350 - Park Attendant (Aide)	15.01
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	12.85
99500 - Recreation Specialist	18.61
99510 - Recycling Worker	17.13
99610 - Sales Clerk	11.94
99620 - School Crossing Guard (Crosswalk Attendant)	14.67
99630 - Sport Official	11.94
99658 - Survey Party Chief (Chief of Party)	17.62
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.80
99660 - Surveying Aide	11.53
99690 - Swimming Pool Operator	19.55

99720 - Vending Machine Attendant	14.42
99730 - Vending Machine Repairer	17.64
99740 - Vending Machine Repairer Helper	14.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead aside, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage

determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor,



for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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**WAGE DETERMINATION NO: 94-2379 REV (21) AREA: NY,POUGHKEEPSIE**

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REGISTER OF WAGE DETERMINATIONS UNDER

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WASHINGTON D.C. 20210

William W.Gross  
Director

Division of  
Wage Determinations

Wage Determination No.: **1994-2379**

Revision No.: 21

Date Of Last Revision: 06/05/2003

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State: New York

Area: New York Counties of Delaware, Dutchess, Orange, Sullivan, Ulster

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

01000 - Administrative Support and Clerical Occupations

01011 - Accounting Clerk I 10.23

01012 - Accounting Clerk II 12.27

01013 - Accounting Clerk III 13.93

01014 - Accounting Clerk IV 17.19

01030 - Court Reporter 12.51

01050 - Dispatcher, Motor Vehicle 12.51

01060 - Document Preparation Clerk 12.84

01070 - Messenger (Courier) 9.69

01090 - Duplicating Machine Operator 12.84

01110 - Film/Tape Librarian 11.15

01115 - General Clerk I 7.70

01116 - General Clerk II 9.65

01117 - General Clerk III 12.11

01118 - General Clerk IV 13.65

01120 - Housing Referral Assistant 13.94

01131 - Key Entry Operator I 10.04

01132 - Key Entry Operator II 11.66

01191 - Order Clerk I	10.77
01192 - Order Clerk II	14.60
01261 - Personnel Assistant (Employment) I	9.93
01262 - Personnel Assistant (Employment) II	11.15
01263 - Personnel Assistant (Employment) III	12.51
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01270 - Production Control Clerk	13.94
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01313 - Secretary III	13.94
01314 - Secretary IV	14.83
01315 - Secretary V	17.15
01320 - Service Order Dispatcher	11.15
01341 - Stenographer I	11.15
01342 - Stenographer II	12.51
01400 - Supply Technician	14.83
01420 - Survey Worker (Interviewer)	11.96
01460 - Switchboard Operator-Receptionist	10.58
01510 - Test Examiner	11.15
01520 - Test Proctor	11.15
01531 - Travel Clerk I	10.63
01532 - Travel Clerk II	11.24
01533 - Travel Clerk III	11.86
01611 - Word Processor I	10.09
01612 - Word Processor II	12.68
01613 - Word Processor III	14.25
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	11.61
03041 - Computer Operator I	11.61
03042 - Computer Operator II	14.19
03043 - Computer Operator III	16.89
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03071 - Computer Programmer I (1)	14.51
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03074 - Computer Programmer IV (1)	26.42
03101 - Computer Systems Analyst I (1)	22.13
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03160 - Peripheral Equipment Operator	11.69
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.06
05010 - Automotive Glass Installer	15.70
05040 - Automotive Worker	15.70
05070 - Electrician, Automotive	16.97
05100 - Mobile Equipment Services	13.38
05130 - Motor Equipment Metal Mechanic	17.53
05160 - Motor Equipment Metal Worker	15.71
05190 - Motor Vehicle Mechanic	17.53
05220 - Motor Vehicle Mechanic Helper	12.96
05250 - Motor Vehicle Upholstery Worker	14.78
05280 - Motor Vehicle Wrecker	15.71
05310 - Painter, Automotive	16.69
05340 - Radiator Repair Specialist	15.71

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05400 - Transmission Repair Specialist	17.53
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.92
07010 - Baker	10.85
07041 - Cook I	10.03
07042 - Cook II	12.11
07070 - Dishwasher	8.11
07130 - Meat Cutter	13.32
07250 - Waiter/Waitress	8.11
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	14.05
09040 - Furniture Handler	10.70
09070 - Furniture Refinisher	15.14
09100 - Furniture Refinisher Helper	11.63
09110 - Furniture Repairer, Minor	13.19
09130 - Upholsterer	13.98
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.50
11060 - Elevator Operator	10.26
11090 - Gardener	10.03
11121 - House Keeping Aid I	8.01
11122 - House Keeping Aid II	8.67
11150 - Janitor	10.26
11210 - Laborer, Grounds Maintenance	10.26
11240 - Maid or Houseman	9.27
11270 - Pest Controller	9.59
11300 - Refuse Collector	10.26
11330 - Tractor Operator	12.99
11360 - Window Cleaner	10.26
12000 - Health Occupations	
12020 - Dental Assistant	13.88
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.55
12071 - Licensed Practical Nurse I	12.72
12072 - Licensed Practical Nurse II	14.28
12073 - Licensed Practical Nurse III	15.97
12100 - Medical Assistant	12.97
12130 - Medical Laboratory Technician	14.28
12160 - Medical Record Clerk	14.01
12190 - Medical Record Technician	15.72
12221 - Nursing Assistant I	8.20
12222 - Nursing Assistant II	9.22
12223 - Nursing Assistant III	10.58
12224 - Nursing Assistant IV	11.75
12250 - Pharmacy Technician	12.79
12280 - Phlebotomist	14.28
12311 - Registered Nurse I	17.99
12312 - Registered Nurse II	22.00
12313 - Registered Nurse II, Specialist	22.00
12314 - Registered Nurse III	26.62
12315 - Registered Nurse III, Anesthetist	26.62
12316 - Registered Nurse IV	31.90
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	12.89
13011 - Exhibits Specialist I	14.31
13012 - Exhibits Specialist II	15.62
13013 - Exhibits Specialist III	17.58

13041 - Illustrator I	14.31
13042 - Illustrator II	15.62
13043 - Illustrator III	17.58
13047 - Librarian	17.15
13050 - Library Technician	12.23
13071 - Photographer I	11.30
13072 - Photographer II	14.11
13073 - Photographer III	15.41
13074 - Photographer IV	17.33
13075 - Photographer V	20.98
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.77
15030 - Counter Attendant	7.77
15040 - Dry Cleaner	11.02
15070 - Finisher, Flatwork, Machine	7.77
15090 - Presser, Hand	7.77
15100 - Presser, Machine, Drycleaning	7.77
15130 - Presser, Machine, Shirts	7.77
15160 - Presser, Machine, Wearing Apparel, Laundry	7.77
15190 - Sewing Machine Operator	10.68
15220 - Tailor	11.45
15250 - Washer, Machine	8.53
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	14.78
19040 - Tool and Die Maker	18.71
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	13.34
21020 - Material Coordinator	14.49
21030 - Material Expediter	14.49
21040 - Material Handling Laborer	12.14
21050 - Order Filler	10.46
21071 - Forklift Operator	13.92
21080 - Production Line Worker (Food Processing)	11.03
21100 - Shipping/Receiving Clerk	11.34
21130 - Shipping Packer	11.39
21140 - Store Worker I	8.96
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	12.11
21210 - Tools and Parts Attendant	13.87
21400 - Warehouse Specialist	12.69
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	18.94
23040 - Aircraft Mechanic Helper	13.45
23050 - Aircraft Quality Control Inspector	19.71
23060 - Aircraft Services	15.25
23070 - Aircraft Worker	16.21
23100 - Appliance Mechanic	17.40
23120 - Bicycle Repairer	10.66
23125 - Cable Splicer	19.55
23130 - Carpenter, Maintenance	18.31
23140 - Carpet Layer	15.41
23160 - Electrician, Maintenance	25.73
23181 - Electronics Technician, Maintenance I	12.36
23182 - Electronics Technician, Maintenance II	16.75
23183 - Electronics Technician, Maintenance III	18.87
23260 - Fabric Worker	13.84
23290 - Fire Alarm System Mechanic	18.70
23310 - Fire Extinguisher Repairer	13.33

23340 - Fuel Distribution System Mechanic	18.70
23370 - General Maintenance Worker	14.52
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.43
23430 - Heavy Equipment Mechanic	19.93
23440 - Heavy Equipment Operator	19.32
23460 - Instrument Mechanic	18.83
23470 - Laborer	11.34
23500 - Locksmith	16.65
23530 - Machinery Maintenance Mechanic	19.59
23550 - Machinist, Maintenance	15.45
23580 - Maintenance Trades Helper	12.14
23640 - Millwright	18.70
23700 - Office Appliance Repairer	17.78
23740 - Painter, Aircraft	16.65
23760 - Painter, Maintenance	15.82
23790 - Pipefitter, Maintenance	20.66
23800 - Plumber, Maintenance	18.70
23820 - Pneudraulic Systems Mechanic	18.70
23850 - Rigger	16.65
23870 - Scale Mechanic	15.41
23890 - Sheet-Metal Worker, Maintenance	17.05
23910 - Small Engine Mechanic	14.82
23930 - Telecommunication Mechanic I	20.91
23931 - Telecommunication Mechanic II	21.85
23950 - Telephone Lineman	20.71
23960 - Welder, Combination, Maintenance	15.45
23965 - Well Driller	16.74
23970 - Woodcraft Worker	18.70
23980 - Woodworker	12.13
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	11.62
24580 - Child Care Center Clerk	14.49
24600 - Chore Aid	9.31
24630 - Homemaker	17.65
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	19.37
25040 - Sewage Plant Operator	18.27
25070 - Stationary Engineer	19.55
25190 - Ventilation Equipment Tender	12.79
25210 - Water Treatment Plant Operator	17.78
27000 - Protective Service Occupations	
(not set) - Police Officer	25.95
27004 - Alarm Monitor	12.69
27006 - Corrections Officer	24.11
27010 - Court Security Officer	25.03
27040 - Detention Officer	24.11
27070 - Firefighter	25.03
27101 - Guard I	8.80
27102 - Guard II	12.69
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	13.34
28020 - Hatch Tender	13.34
28030 - Line Handler	13.34
28040 - Stevedore I	11.34
28050 - Stevedore II	12.78
29000 - Technical Occupations	
21150 - Graphic Artist	17.18

29010 - Air Traffic Control Specialist, Center (2)	30.86
29011 - Air Traffic Control Specialist, Station (2)	21.27
29012 - Air Traffic Control Specialist, Terminal (2)	23.44
29023 - Archeological Technician I	10.22
29024 - Archeological Technician II	11.50
29025 - Archeological Technician III	14.20
29030 - Cartographic Technician	16.08
29035 - Computer Based Training (CBT) Specialist/ Instructor	22.13
29040 - Civil Engineering Technician	17.97
29061 - Drafter I	8.49
29062 - Drafter II	10.44
29063 - Drafter III	13.01
29064 - Drafter IV	14.20
29081 - Engineering Technician I	10.75
29082 - Engineering Technician II	13.20
29083 - Engineering Technician III	16.46
29084 - Engineering Technician IV	17.97
29085 - Engineering Technician V	20.22
29086 - Engineering Technician VI	22.24
29090 - Environmental Technician	16.32
29100 - Flight Simulator/Instructor (Pilot)	26.53
29160 - Instructor	20.43
29210 - Laboratory Technician	12.78
29240 - Mathematical Technician	14.20
29361 - Paralegal/Legal Assistant I	10.34
29362 - Paralegal/Legal Assistant II	12.21
29363 - Paralegal/Legal Assistant III	14.99
29364 - Paralegal/Legal Assistant IV	18.25
29390 - Photooptics Technician	15.30
29480 - Technical Writer	24.46
29491 - Unexploded Ordnance (UXO) Technician I	19.61
29492 - Unexploded Ordnance (UXO) Technician II	23.73
29493 - Unexploded Ordnance (UXO) Technician III	28.44
29494 - Unexploded (UXO) Safety Escort	19.61
29495 - Unexploded (UXO) Sweep Personnel	19.61
29620 - Weather Observer, Senior (3)	14.20
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	13.55
29622 - Weather Observer, Upper Air (3)	13.55
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	15.21
31260 - Parking and Lot Attendant	8.47
31290 - Shuttle Bus Driver	13.06
31300 - Taxi Driver	11.78
31361 - Truckdriver, Light Truck	13.06
31362 - Truckdriver, Medium Truck	13.89
31363 - Truckdriver, Heavy Truck	15.57
31364 - Truckdriver, Tractor-Trailer	17.34
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	8.11
99030 - Cashier	9.70
99041 - Carnival Equipment Operator	11.53
99042 - Carnival Equipment Repairer	12.34
99043 - Carnival Worker	9.14
99050 - Desk Clerk	10.82
99095 - Embalmer	20.92
99300 - Lifeguard	10.31
99310 - Mortician	21.04

99350 - Park Attendant (Aide)	12.94
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.32
99500 - Recreation Specialist	13.03
99510 - Recycling Worker	11.03
99610 - Sales Clerk	9.43
99620 - School Crossing Guard (Crosswalk Attendant)	10.26
99630 - Sport Official	10.13
99658 - Survey Party Chief (Chief of Party)	14.86
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	13.51
99660 - Surveying Aide	9.75
99690 - Swimming Pool Operator	11.58
99720 - Vending Machine Attendant	8.23
99730 - Vending Machine Repairer	10.77
99740 - Vending Machine Repairer Helper	8.90

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead aside, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the

like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order



proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper. When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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WAGE DETERMINATION NO: 94-2381 REV (28) AREA: NY, ROCHESTER

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REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR

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| WASHINGTON D.C. 20210

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| Wage Determination No.: 1994-2381

William W.Gross                      Division of                      |                      Revision No.: 28  
Director                      Wage Determinations |                      Date Of Last Revision: 05/27/2004

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State: New York

Area: New York Counties of Genesee, Livingston, Monroe, Ontario, Orleans, Schuyler,  
Seneca, Steuben, Wayne, Yates

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	11.60
01012 - Accounting Clerk II	12.67
01013 - Accounting Clerk III	14.06
01014 - Accounting Clerk IV	17.56
01030 - Court Reporter	18.00
01050 - Dispatcher, Motor Vehicle	14.60
01060 - Document Preparation Clerk	13.72
01070 - Messenger (Courier)	11.27
01090 - Duplicating Machine Operator	14.56
01110 - Film/Tape Librarian	12.47
01115 - General Clerk I	11.62
01116 - General Clerk II	13.05

01117 - General Clerk III	13.38
01118 - General Clerk IV	15.11
01120 - Housing Referral Assistant	19.40
01131 - Key Entry Operator I	11.24
01132 - Key Entry Operator II	12.70
01191 - Order Clerk I	10.18
01192 - Order Clerk II	16.05
01261 - Personnel Assistant (Employment) I	12.89
01262 - Personnel Assistant (Employment) II	15.06
01263 - Personnel Assistant (Employment) III	17.12
01264 - Personnel Assistant (Employment) IV	19.08
01270 - Production Control Clerk	19.03
01290 - Rental Clerk	11.24
01300 - Scheduler, Maintenance	14.11
01311 - Secretary I	14.11
01312 - Secretary II	16.28
01313 - Secretary III	19.40
01314 - Secretary IV	21.45
01315 - Secretary V	24.75
01320 - Service Order Dispatcher	12.14
01341 - Stenographer I	13.43
01342 - Stenographer II	16.10
01400 - Supply Technician	19.60
01420 - Survey Worker (Interviewer)	14.44
01460 - Switchboard Operator-Receptionist	11.44
01510 - Test Examiner	14.87

01520 - Test Proctor	14.87
01531 - Travel Clerk I	10.46
01532 - Travel Clerk II	11.06
01533 - Travel Clerk III	11.67
01611 - Word Processor I	13.36
01612 - Word Processor II	14.56
01613 - Word Processor III	16.30
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	14.37
03041 - Computer Operator I	14.37
03042 - Computer Operator II	16.40
03043 - Computer Operator III	18.95
03044 - Computer Operator IV	23.31
03045 - Computer Operator V	25.55
03071 - Computer Programmer I (1)	18.76
03072 - Computer Programmer II (1)	23.23
03073 - Computer Programmer III (1)	26.41
03074 - Computer Programmer IV (1)	27.62
03101 - Computer Systems Analyst I (1)	27.62
03102 - Computer Systems Analyst II (1)	27.62
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	14.37
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	18.71
05010 - Automotive Glass Installer	17.10
05040 - Automotive Worker	17.10

05070 - Electrician, Automotive	17.88
05100 - Mobile Equipment Servicer	15.49
05130 - Motor Equipment Metal Mechanic	18.71
05160 - Motor Equipment Metal Worker	17.10
05190 - Motor Vehicle Mechanic	18.71
05220 - Motor Vehicle Mechanic Helper	14.63
05250 - Motor Vehicle Upholstery Worker	16.28
05280 - Motor Vehicle Wrecker	17.10
05310 - Painter, Automotive	17.88
05340 - Radiator Repair Specialist	17.10
05370 - Tire Repairer	14.97
05400 - Transmission Repair Specialist	18.71
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	10.66
07010 - Baker	13.25
07041 - Cook I	11.39
07042 - Cook II	13.25
07070 - Dishwasher	9.59
07130 - Meat Cutter	15.14
07250 - Waiter/Waitress	10.36
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	17.88
09040 - Furniture Handler	12.94
09070 - Furniture Refinisher	17.88
09100 - Furniture Refinisher Helper	14.63
09110 - Furniture Repairer, Minor	16.28

09130 - Upholsterer	17.88
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	9.59
11060 - Elevator Operator	9.64
11090 - Gardener	12.11
11121 - House Keeping Aid I	8.99
11122 - House Keeping Aid II	9.60
11150 - Janitor	9.64
11210 - Laborer, Grounds Maintenance	10.24
11240 - Maid or Houseman	8.99
11270 - Pest Controller	13.85
11300 - Refuse Collector	10.59
11330 - Tractor Operator	11.69
11360 - Window Cleaner	10.23
12000 - Health Occupations	
12020 - Dental Assistant	14.36
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.80
12071 - Licensed Practical Nurse I	11.77
12072 - Licensed Practical Nurse II	13.20
12073 - Licensed Practical Nurse III	14.77
12100 - Medical Assistant	13.08
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	11.24
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.93
12222 - Nursing Assistant II	10.03

12223 - Nursing Assistant III	10.95
12224 - Nursing Assistant IV	12.29
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12311 - Registered Nurse I	17.23
12312 - Registered Nurse II	21.09
12313 - Registered Nurse II, Specialist	21.09
12314 - Registered Nurse III	25.51
12315 - Registered Nurse III, Anesthetist	25.51
12316 - Registered Nurse IV	30.55
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	20.01
13011 - Exhibits Specialist I	18.59
13012 - Exhibits Specialist II	22.88
13013 - Exhibits Specialist III	24.99
13041 - Illustrator I	18.49
13042 - Illustrator II	22.76
13043 - Illustrator III	24.86
13047 - Librarian	25.37
13050 - Library Technician	15.07
13071 - Photographer I	13.43
13072 - Photographer II	16.23
13073 - Photographer III	19.98
13074 - Photographer IV	21.82
13075 - Photographer V	23.39
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	

15010 - Assembler	7.35
15030 - Counter Attendant	7.35
15040 - Dry Cleaner	8.41
15070 - Finisher, Flatwork, Machine	7.35
15090 - Presser, Hand	7.35
15100 - Presser, Machine, Drycleaning	7.35
15130 - Presser, Machine, Shirts	7.35
15160 - Presser, Machine, Wearing Apparel, Laundry	7.35
15190 - Sewing Machine Operator	9.02
15220 - Tailor	9.91
15250 - Washer, Machine	7.47
19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	12.88
19040 - Tool and Die Maker	22.18
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	18.74
21020 - Material Coordinator	19.75
21030 - Material Expediter	19.75
21040 - Material Handling Laborer	11.30
21050 - Order Filler	12.09
21071 - Forklift Operator	15.20
21080 - Production Line Worker (Food Processing)	15.53
21100 - Shipping/Receiving Clerk	11.92
21130 - Shipping Packer	11.43
21140 - Store Worker I	10.44
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	13.20



21210 - Tools and Parts Attendant	15.53
21400 - Warehouse Specialist	15.53
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	19.89
23040 - Aircraft Mechanic Helper	15.11
23050 - Aircraft Quality Control Inspector	22.65
23060 - Aircraft Servicer	17.02
23070 - Aircraft Worker	17.97
23100 - Appliance Mechanic	17.88
23120 - Bicycle Repairer	14.97
23125 - Cable Splicer	26.04
23130 - Carpenter, Maintenance	17.88
23140 - Carpet Layer	18.81
23160 - Electrician, Maintenance	22.82
23181 - Electronics Technician, Maintenance I	21.47
23182 - Electronics Technician, Maintenance II	22.43
23183 - Electronics Technician, Maintenance III	23.46
23260 - Fabric Worker	17.83
23290 - Fire Alarm System Mechanic	20.91
23310 - Fire Extinguisher Repairer	16.80
23340 - Fuel Distribution System Mechanic	22.64
23370 - General Maintenance Worker	18.19
23400 - Heating, Refrigeration and Air Conditioning Mechanic	18.71
23430 - Heavy Equipment Mechanic	18.71
23440 - Heavy Equipment Operator	18.10
23460 - Instrument Mechanic	20.91

23470 - Laborer	12.22
23500 - Locksmith	19.88
23530 - Machinery Maintenance Mechanic	18.86
23550 - Machinist, Maintenance	18.94
23580 - Maintenance Trades Helper	14.63
23640 - Millwright	20.91
23700 - Office Appliance Repairer	19.88
23740 - Painter, Aircraft	17.88
23760 - Painter, Maintenance	17.88
23790 - Pipefitter, Maintenance	23.53
23800 - Plumber, Maintenance	19.31
23820 - Pneudraulic Systems Mechanic	20.91
23850 - Rigger	20.91
23870 - Scale Mechanic	18.86
23890 - Sheet-Metal Worker, Maintenance	20.73
23910 - Small Engine Mechanic	17.10
23930 - Telecommunication Mechanic I	23.72
23931 - Telecommunication Mechanic II	24.72
23950 - Telephone Lineman	23.72
23960 - Welder, Combination, Maintenance	18.71
23965 - Well Driller	20.91
23970 - Woodcraft Worker	20.91
23980 - Woodworker	15.49
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	10.03
24580 - Child Care Center Clerk	12.51

24600 - Chore Aid	8.99
24630 - Homemaker	13.91
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	21.82
25040 - Sewage Plant Operator	17.81
25070 - Stationary Engineer	21.82
25190 - Ventilation Equipment Tender	15.76
25210 - Water Treatment Plant Operator	17.28
27000 - Protective Service Occupations	
(not set) - Police Officer	22.11
27004 - Alarm Monitor	16.67
27006 - Corrections Officer	21.22
27010 - Court Security Officer	21.26
27040 - Detention Officer	21.22
27070 - Firefighter	19.46
27101 - Guard I	13.30
27102 - Guard II	17.01
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	18.86
28020 - Hatch Tender	18.86
28030 - Line Handler	18.86
28040 - Stevedore I	17.94
28050 - Stevedore II	19.72
29000 - Technical Occupations	
21150 - Graphic Artist	20.16
29010 - Air Traffic Control Specialist, Center (2)	29.93

29011 - Air Traffic Control Specialist, Station (2)	20.63
29012 - Air Traffic Control Specialist, Terminal (2)	22.72
29023 - Archeological Technician I	17.48
29024 - Archeological Technician II	19.67
29025 - Archeological Technician III	24.29
29030 - Cartographic Technician	24.79
29035 - Computer Based Training (CBT) Specialist/ Instructor	26.22
29040 - Civil Engineering Technician	21.19
29061 - Drafter I	14.52
29062 - Drafter II	16.32
29063 - Drafter III	19.73
29064 - Drafter IV	24.29
29081 - Engineering Technician I	14.67
29082 - Engineering Technician II	16.50
29083 - Engineering Technician III	19.93
29084 - Engineering Technician IV	23.73
29085 - Engineering Technician V	26.33
29086 - Engineering Technician VI	28.24
29090 - Environmental Technician	18.48
29100 - Flight Simulator/Instructor (Pilot)	27.62
29160 - Instructor	22.82
29210 - Laboratory Technician	19.00
29240 - Mathematical Technician	24.29
29361 - Paralegal/Legal Assistant I	16.13
29362 - Paralegal/Legal Assistant II	19.89
29363 - Paralegal/Legal Assistant III	24.32

29364 - Paralegal/Legal Assistant IV	29.44
29390 - Photooptics Technician	20.76
29480 - Technical Writer	24.55
29491 - Unexploded Ordnance (UXO) Technician I	19.02
29492 - Unexploded Ordnance (UXO) Technician II	23.01
29493 - Unexploded Ordnance (UXO) Technician III	27.58
29494 - Unexploded (UXO) Safety Escort	19.02
29495 - Unexploded (UXO) Sweep Personnel	19.02
29620 - Weather Observer, Senior (3)	20.89
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	18.81
29622 - Weather Observer, Upper Air (3)	18.81
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	16.49
31260 - Parking and Lot Attendant	8.89
31290 - Shuttle Bus Driver	12.18
31300 - Taxi Driver	10.45
31361 - Truckdriver, Light Truck	12.18
31362 - Truckdriver, Medium Truck	17.05
31363 - Truckdriver, Heavy Truck	17.46
31364 - Truckdriver, Tractor-Trailer	17.89
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	10.80
99030 - Cashier	8.19
99041 - Carnival Equipment Operator	11.62
99042 - Carnival Equipment Repairer	12.04
99043 - Carnival Worker	9.59

99050 - Desk Clerk	10.03
99095 - Embalmer	19.02
99300 - Lifeguard	9.99
99310 - Mortician	20.05
99350 - Park Attendant (Aide)	12.25
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.85
99500 - Recreation Specialist	13.91
99510 - Recycling Worker	13.84
99610 - Sales Clerk	9.57
99620 - School Crossing Guard (Crosswalk Attendant)	9.98
99630 - Sport Official	9.99
99658 - Survey Party Chief (Chief of Party)	21.46
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	18.45
99660 - Surveying Aide	13.44
99690 - Swimming Pool Operator	14.58
99720 - Vending Machine Attendant	11.25
99730 - Vending Machine Repairer	14.40
99740 - Vending Machine Repairer Helper	11.25

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.59 an hour or \$103.60 a week or \$448.93 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, 4 weeks after 10 years, and 5 weeks after 20 years. Length of service includes the whole span of continuous service with the

present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or

in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the



following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)}

When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the

contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

WAGE DETERMINATION NO: 94-2383 REV (20) AREA: NY,SYRACUSE  
REGISTER OF WAGE DETERMINATIONS UNDER | U.S. DEPARTMENT OF LABOR  
\*\*\*FOR OFFICIAL USE ONLY BY FEDERAL AGENCIES PARTICIPATING IN MOU WITH DOL\*\*\*  
WASHINGTON D.C. 20210

William W.Gross	Division of	Wage Determination No.: <b>1994-2383</b>
Director	Wage Determinations	Revision No.: 20
		Date Of Last Revision: 05/30/2003

State: New York  
Area: New York Counties of Broome, Cayuga, Chemung, Chenango, Cortland, Hamilton, Herkimer, Madison, Oneida, Onondaga, Oswego, Otsego, Tioga, Tompkins

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\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
01000 - Administrative Support and Clerical Occupations	
01011 - Accounting Clerk I	10.37
01012 - Accounting Clerk II	11.95
01013 - Accounting Clerk III	13.98
01014 - Accounting Clerk IV	17.66
01030 - Court Reporter	13.30
01050 - Dispatcher, Motor Vehicle	13.18
01060 - Document Preparation Clerk	10.37
01070 - Messenger (Courier)	8.75
01090 - Duplicating Machine Operator	10.88
01110 - Film/Tape Librarian	9.00
01115 - General Clerk I	8.47
01116 - General Clerk II	9.54
01117 - General Clerk III	10.27
01118 - General Clerk IV	12.59
01120 - Housing Referral Assistant	14.95
01131 - Key Entry Operator I	10.37
01132 - Key Entry Operator II	12.71
01191 - Order Clerk I	9.89
01192 - Order Clerk II	12.90
01261 - Personnel Assistant (Employment) I	10.02
01262 - Personnel Assistant (Employment) II	11.24
01263 - Personnel Assistant (Employment) III	12.45
01264 - Personnel Assistant (Employment) IV	13.99
01270 - Production Control Clerk	15.69
01290 - Rental Clerk	8.42
01300 - Scheduler, Maintenance	10.00
01311 - Secretary I	10.00
01312 - Secretary II	13.43
01313 - Secretary III	14.95
01314 - Secretary IV	16.69
01315 - Secretary V	20.90
01320 - Service Order Dispatcher	9.61
01341 - Stenographer I	8.56
01342 - Stenographer II	10.19
01400 - Supply Technician	18.36
01420 - Survey Worker (Interviewer)	12.26
01460 - Switchboard Operator-Receptionist	9.03
01510 - Test Examiner	13.43
01520 - Test Proctor	13.43

01531 - Travel Clerk I	9.70
01532 - Travel Clerk II	10.34
01533 - Travel Clerk III	10.99
01611 - Word Processor I	10.45
01612 - Word Processor II	11.75
01613 - Word Processor III	13.14
03000 - Automatic Data Processing Occupations	
03010 - Computer Data Librarian	10.99
03041 - Computer Operator I	11.91
03042 - Computer Operator II	13.32
03043 - Computer Operator III	16.20
03044 - Computer Operator IV	21.74
03045 - Computer Operator V	24.08
03071 - Computer Programmer I (1)	15.64
03072 - Computer Programmer II (1)	20.51
03073 - Computer Programmer III (1)	23.34
03074 - Computer Programmer IV (1)	27.23
03101 - Computer Systems Analyst I (1)	19.70
03102 - Computer Systems Analyst II (1)	25.50
03103 - Computer Systems Analyst III (1)	27.62
03160 - Peripheral Equipment Operator	11.50
05000 - Automotive Service Occupations	
05005 - Automotive Body Repairer, Fiberglass	17.24
05010 - Automotive Glass Installer	16.03
05040 - Automotive Worker	16.03
05070 - Electrician, Automotive	16.58
05100 - Mobile Equipment Servicer	14.84
05130 - Motor Equipment Metal Mechanic	17.24
05160 - Motor Equipment Metal Worker	16.03
05190 - Motor Vehicle Mechanic	15.68
05220 - Motor Vehicle Mechanic Helper	14.21
05250 - Motor Vehicle Upholstery Worker	15.41
05280 - Motor Vehicle Wrecker	16.03
05310 - Painter, Automotive	16.58
05340 - Radiator Repair Specialist	16.03
05370 - Tire Repairer	14.34
05400 - Transmission Repair Specialist	17.24
07000 - Food Preparation and Service Occupations	
(not set) - Food Service Worker	8.10
07010 - Baker	10.96
07041 - Cook I	10.27
07042 - Cook II	11.53
07070 - Dishwasher	8.10
07130 - Meat Cutter	13.15
07250 - Waiter/Waitress	8.81
09000 - Furniture Maintenance and Repair Occupations	
09010 - Electrostatic Spray Painter	16.62
09040 - Furniture Handler	12.56
09070 - Furniture Refinisher	16.62
09100 - Furniture Refinisher Helper	14.21
09110 - Furniture Repairer, Minor	15.41
09130 - Upholsterer	18.28
11030 - General Services and Support Occupations	
11030 - Cleaner, Vehicles	8.18
11060 - Elevator Operator	9.03
11090 - Gardener	11.25
11121 - House Keeping Aid I	7.88

11122 - House Keeping Aid II	9.05
11150 - Janitor	9.31
11210 - Laborer, Grounds Maintenance	9.66
11240 - Maid or Houseman	7.88
11270 - Pest Controller	12.88
11300 - Refuse Collector	10.25
11330 - Tractor Operator	10.90
11360 - Window Cleaner	10.12
12000 - Health Occupations	
12020 - Dental Assistant	11.16
12040 - Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	12.68
12071 - Licensed Practical Nurse I	10.49
12072 - Licensed Practical Nurse II	11.78
12073 - Licensed Practical Nurse III	13.17
12100 - Medical Assistant	10.81
12130 - Medical Laboratory Technician	12.36
12160 - Medical Record Clerk	11.04
12190 - Medical Record Technician	13.54
12221 - Nursing Assistant I	8.00
12222 - Nursing Assistant II	9.00
12223 - Nursing Assistant III	9.82
12224 - Nursing Assistant IV	11.03
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	11.14
12311 - Registered Nurse I	16.17
12312 - Registered Nurse II	19.79
12313 - Registered Nurse II, Specialist	19.79
12314 - Registered Nurse III	23.95
12315 - Registered Nurse III, Anesthetist	23.95
12316 - Registered Nurse IV	28.68
13000 - Information and Arts Occupations	
13002 - Audiovisual Librarian	16.58
13011 - Exhibits Specialist I	17.16
13012 - Exhibits Specialist II	20.09
13013 - Exhibits Specialist III	24.02
13041 - Illustrator I	15.65
13042 - Illustrator II	18.32
13043 - Illustrator III	21.91
13047 - Librarian	21.39
13050 - Library Technician	10.99
13071 - Photographer I	11.34
13072 - Photographer II	14.78
13073 - Photographer III	17.31
13074 - Photographer IV	20.70
13075 - Photographer V	24.04
15000 - Laundry, Dry Cleaning, Pressing and Related Occupations	
15010 - Assembler	7.57
15030 - Counter Attendant	7.05
15040 - Dry Cleaner	7.96
15070 - Finisher, Flatwork, Machine	7.57
15090 - Presser, Hand	7.57
15100 - Presser, Machine, Drycleaning	7.57
15130 - Presser, Machine, Shirts	7.57
15160 - Presser, Machine, Wearing Apparel, Laundry	7.57
15190 - Sewing Machine Operator	8.92
15220 - Tailor	10.36
15250 - Washer, Machine	7.55

19000 - Machine Tool Operation and Repair Occupations	
19010 - Machine-Tool Operator (Toolroom)	16.62
19040 - Tool and Die Maker	17.18
21000 - Material Handling and Packing Occupations	
21010 - Fuel Distribution System Operator	15.52
21020 - Material Coordinator	16.32
21030 - Material Expediter	16.32
21040 - Material Handling Laborer	13.66
21050 - Order Filler	9.72
21071 - Forklift Operator	12.90
21080 - Production Line Worker (Food Processing)	12.90
21100 - Shipping/Receiving Clerk	11.09
21130 - Shipping Packer	11.09
21140 - Store Worker I	10.63
21150 - Stock Clerk (Shelf Stocker; Store Worker II)	14.06
21210 - Tools and Parts Attendant	14.12
21400 - Warehouse Specialist	12.90
23000 - Mechanics and Maintenance and Repair Occupations	
23010 - Aircraft Mechanic	20.15
23040 - Aircraft Mechanic Helper	15.20
23050 - Aircraft Quality Control Inspector	19.31
23060 - Aircraft Servicer	16.70
23070 - Aircraft Worker	17.34
23100 - Appliance Mechanic	16.58
23120 - Bicycle Repairer	14.34
23125 - Cable Splicer	20.86
23130 - Carpenter, Maintenance	16.58
23140 - Carpet Layer	16.76
23160 - Electrician, Maintenance	17.96
23181 - Electronics Technician, Maintenance I	21.30
23182 - Electronics Technician, Maintenance II	22.91
23183 - Electronics Technician, Maintenance III	23.97
23260 - Fabric Worker	16.11
23290 - Fire Alarm System Mechanic	18.02
23310 - Fire Extinguisher Repairer	15.46
23340 - Fuel Distribution System Mechanic	18.02
23370 - General Maintenance Worker	16.03
23400 - Heating, Refrigeration and Air Conditioning Mechanic	17.57
23430 - Heavy Equipment Mechanic	17.24
23440 - Heavy Equipment Operator	18.99
23460 - Instrument Mechanic	18.96
23470 - Laborer	9.53
23500 - Locksmith	16.62
23530 - Machinery Maintenance Mechanic	18.37
23550 - Machinist, Maintenance	15.62
23580 - Maintenance Trades Helper	14.21
23640 - Millwright	18.66
23700 - Office Appliance Repairer	17.37
23740 - Painter, Aircraft	16.62
23760 - Painter, Maintenance	16.62
23790 - Pipefitter, Maintenance	25.06
23800 - Plumber, Maintenance	19.11
23820 - Pneudraulic Systems Mechanic	18.02
23850 - Rigger	18.02
23870 - Scale Mechanic	16.75
23890 - Sheet-Metal Worker, Maintenance	17.24
23910 - Small Engine Mechanic	16.03

23930 - Telecommunication Mechanic I	21.41
23931 - Telecommunication Mechanic II	22.16
23950 - Telephone Lineman	20.72
23960 - Welder, Combination, Maintenance	17.24
23965 - Well Driller	17.24
23970 - Woodcraft Worker	18.02
23980 - Woodworker	14.84
24000 - Personal Needs Occupations	
24570 - Child Care Attendant	8.04
24580 - Child Care Center Clerk	10.10
24600 - Chore Aid	7.97
24630 - Homemaker	11.12
25000 - Plant and System Operation Occupations	
25010 - Boiler Tender	18.60
25040 - Sewage Plant Operator	16.85
25070 - Stationary Engineer	18.60
25190 - Ventilation Equipment Tender	16.11
25210 - Water Treatment Plant Operator	16.62
27000 - Protective Service Occupations	
(not set) - Police Officer	19.25
27004 - Alarm Monitor	13.92
27006 - Corrections Officer	19.95
27010 - Court Security Officer	19.60
27040 - Detention Officer	19.95
27070 - Firefighter	19.60
27101 - Guard I	11.95
27102 - Guard II	15.09
28000 - Stevedoring/Longshoremen Occupations	
28010 - Blocker and Bracer	16.75
28020 - Hatch Tender	16.75
28030 - Line Handler	16.75
28040 - Stevedore I	14.97
28050 - Stevedore II	17.77
29000 - Technical Occupations	
21150 - Graphic Artist	17.54
29010 - Air Traffic Control Specialist, Center (2)	29.10
29011 - Air Traffic Control Specialist, Station (2)	20.07
29012 - Air Traffic Control Specialist, Terminal (2)	22.09
29023 - Archeological Technician I	14.58
29024 - Archeological Technician II	16.29
29025 - Archeological Technician III	20.19
29030 - Cartographic Technician	21.74
29035 - Computer Based Training (CBT) Specialist/ Instructor	23.71
29040 - Civil Engineering Technician	18.35
29061 - Drafter I	13.84
29062 - Drafter II	15.63
29063 - Drafter III	19.13
29064 - Drafter IV	23.74
29081 - Engineering Technician I	11.76
29082 - Engineering Technician II	13.20
29083 - Engineering Technician III	17.13
29084 - Engineering Technician IV	19.88
29085 - Engineering Technician V	23.27
29086 - Engineering Technician VI	28.26
29090 - Environmental Technician	17.88
29100 - Flight Simulator/Instructor (Pilot)	25.50
29160 - Instructor	18.20



29210 - Laboratory Technician	14.07
29240 - Mathematical Technician	19.33
29361 - Paralegal/Legal Assistant I	13.10
29362 - Paralegal/Legal Assistant II	17.06
29363 - Paralegal/Legal Assistant III	20.87
29364 - Paralegal/Legal Assistant IV	25.25
29390 - Photooptics Technician	18.43
29480 - Technical Writer	21.25
29491 - Unexploded Ordnance (UXO) Technician I	18.49
29492 - Unexploded Ordnance (UXO) Technician II	22.37
29493 - Unexploded Ordnance (UXO) Technician III	26.81
29494 - Unexploded (UXO) Safety Escort	18.49
29495 - Unexploded (UXO) Sweep Personnel	18.49
29620 - Weather Observer, Senior (3)	17.90
29621 - Weather Observer, Combined Upper Air and Surface Programs (3)	16.12
29622 - Weather Observer, Upper Air (3)	16.12
31000 - Transportation/ Mobile Equipment Operation Occupations	
31030 - Bus Driver	12.72
31260 - Parking and Lot Attendant	8.23
31290 - Shuttle Bus Driver	10.93
31300 - Taxi Driver	9.30
31361 - Truckdriver, Light Truck	10.66
31362 - Truckdriver, Medium Truck	15.92
31363 - Truckdriver, Heavy Truck	15.80
31364 - Truckdriver, Tractor-Trailer	15.80
99000 - Miscellaneous Occupations	
99020 - Animal Caretaker	9.53
99030 - Cashier	6.73
99041 - Carnival Equipment Operator	9.96
99042 - Carnival Equipment Repairer	10.27
99043 - Carnival Worker	8.10
99050 - Desk Clerk	8.79
99095 - Embalmer	18.49
99300 - Lifeguard	9.72
99310 - Mortician	18.91
99350 - Park Attendant (Aide)	12.20
99400 - Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	9.05
99500 - Recreation Specialist	10.94
99510 - Recycling Worker	13.78
99610 - Sales Clerk	8.53
99620 - School Crossing Guard (Crosswalk Attendant)	8.10
99630 - Sport Official	8.51
99658 - Survey Party Chief (Chief of Party)	14.29
99659 - Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	12.29
99660 - Surveying Aide	8.97
99690 - Swimming Pool Operator	12.72
99720 - Vending Machine Attendant	11.49
99730 - Vending Machine Repairer	12.72
99740 - Vending Machine Repairer Helper	11.49

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.36 an hour or \$94.40 a week or \$409.07 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, 4 weeks after 15 years, and 5 weeks after 25 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg.

29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)  
2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in

those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

**Source of Occupational Title and Descriptions:**

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

**Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.

5) The contracting officer transmits the Wage and Hour decision to the contractor.

6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination.

Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

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